



Envision Arlington Diversity Task Force

Date: Monday, October 12, 2020

Time: 6:45 - 9:00 PM

Location: Online, via Zoom

- 1. Zoom protocols**
- 2. Introductions and General well-being check-ins**
- 3. Approve September minutes**
- 4. Review Town Events**
- 5. Invitations to Engage**
 - a. Co-chair support for winter and spring**
 - b. ADTC/Prct 1 flyers on doors and polls to increase voter turnout**
 - c. Creation of Community Engagement job description**
 - d. Citizens review board**
 - e. Jill Harvey's business bias and discrimination task group**
 - f. Select Board permit and licensing applications**
 - g. BLM banner warrant article**
 - h. Creation of a "critical users journey" -- how to engage civically map**
-- Envision Arlington standing committee

MINUTES

Present: Katell Guellec, Michaiah Healy, Elizabeth Dray, Kellye Eversole, Lynette Culverhouse, Louise Popkin, Laura Kiesel, Eric Pohl, David Kranz, Esther Kingston Mann, Marian Weiseneld, Brooks Harrellson, Rebecca Gruber, Tatiana, Samantha Rey, Robin Gottlieb, Anna Henkins, Len Diggins, Michael Jacoby-Brown, Jillian DeStone

1. Introductions and General well-being check-ins: name, share with group, and any meaningful interaction with Native American culture
2. Zoom protocols reviewed

3. Approve September minutes: Brooks moved to approve, Katell seconded, and minutes were approved.
 - a. **Survey Link:**
<https://docs.google.com/forms/d/1AQ8sLBFm7KXWhMwKQWVH75pFC-tzSokm9HGM5fuWPvk/edit>
4. Review of key Town Events since last meeting
 - a. Sept 10 Back the Blue rally,
 - i. tied to other org labeled as a hate group,
 - ii. Timing was disturbing
 - iii. 2 counter protests
 - iv. Family member of Lt. Pedrini brought the Back the Blue protest to town.
 - v. Concern about Lt. Pedrini working the rally as the liaison with the northeastern mass law enforcement council (SWAT team)
 - b. Sept 14 Select Board voted to remove the BLM banner, unanimous by end of September, has been removed
 - c. Sept 21 Select Board joining meeting with ARB - a lot of public commentary about removal of BLM banner
 - d. Sept 22 - Lt. Pedrini conversation - apology and acknowledgement
 - e. October 5, SB meeting with vote on the agenda to limit Open Forum
 - f. SURJ had a presence at the counterprotest across from Town Hall
 - i. They are very interested in what is happening in town around Pedrini and APD
5. Invitations to engage
 - a. Arlington Reads committee has chosen their book Why are all the Black Kids Sitting Together in the Cafeteria, secondary book is Felix Forever, thought about a third book Building a Just Community but decided it was too strong for those who didn't already have a good introduction to white fragility and white privilege so not a good fit for Arlington Reads. Brooks has recommended its use to Jillian Harvey DEI coordinator as one prong of a 2 prong approach. This book could be used as furthering the education process for those who have already started and want to go farther.
 - b. BLM vigils continue - noted that racists and anti-BLM people have been emboldened and are more active, more aggressive towards the vigilers since the BtB rally and BLM banner came down. They feel much less safe.
 - c. Concern about having to give your address at the Open Forum is an unsafe practice - people are getting threatened for having spoken, others feel they can't speak
 - i. Is it part of the State Open Forum law?
 - ii. Does it have to be right before they speak and public or is it something that only needs to be provided for town legal issues and doesn't need to be public.
 - iii. Len will ask Doug Heim and get back to DTG. will contact him tomorrow.

- iv. Resident mentioned that the SB will vote on officially adding language requiring speakers in open Forum to state their name, address and precinct in public to the Selectboard Handbook at their next meeting, Oct 19. Keep an eye on the agenda coming out on Oct 18
 - v. Reach out to select board if you are concerned.
- d. Discussion about BLM banner, voting to support the Town Warrant article
- i. Banner is symbolic at best, not solving anything
 - ii. Should listen to the Black people in town about if it should be up, the people most affected should be listened to
 - iii. Seems like the SB took an action that runs counter to the AHRC's efforts to supply the BLM signs, and as the receiver of Human Rights violations
 - iv. Rainbow Commission has permission to put a pride banner on Town Hall right before but dropped it in favor of letting the BLM banner fly
 - v. AHRC has plans to fly the BLM banner at Town Hall at various times like Feb, Juneteenth. Seasonal.
 - vi. DTG co chairs meet with AHRC- will ask them to formally support this warrant when they next meeting on Sunday.
 - vii. Proposal for a visual of the different groups working on diversity issues as they will likely support the BLM warrant around why it is important
 - 1. Would be good to work together with DTG, Rainbow, AFR, AHRC
 - 2. Intersectionality and coalition
 - viii. Statement that one can support the BLM and the APD at the same time and discussion that AHRC and SB have framed the BLM banner as anti police.
 - ix. Request for DTG not to wait until AHRC makes a decision about the BLM warrant. DTG should act first.
 - x. White people need to see the banner as much as Black people.
- e. 3 Warrant articles that support social justice issues
- i. Article 17 - Civilian Review Board
 - ii. Article 27 - Hiring retired police officers
 - iii. Article ? - BLM banner at Town Hall
 - iv. An attendee put together a one page draft to hand out to neighbors about these articles so they can contact their Town Meeting members. Many were interested and would like Chairs to email a link. **(PDF is attached at end of these minutes.)**
- f. DTG is under the Envision Arlington Standing Committee so it can work within the existing structure. Can work with AHRC but also independent. Free because not appointed or elected, not subject to political pressure

- g. The vote passed, (11 yes, 9 abstention due to being new members and not eligible to vote), to endorse the warrant article before Town Meeting to replace the BLM banner on Town Hall.
 - 6. Co-chair support for Winter and Spring
 - a. Michaiiah will be stepping down as co-chair in November, Katell will need more support
 - b. Involvement can be different ways
 - i. Taking minutes
 - ii. Craft agendas
 - iii. Lead meetings and discussions, holding the space.
 - iv. Thinking thru sub committees to get things done between meetings
 - c. Please be in touch with Katell and Michaiiah if you are interested or to explore different ways you can/are willing to help.
 - 7. Arlington Democratic Town Committee -
 - a. Visited last meeting
 - b. Precinct 1 has low turnout, contains two of Arlington's housing buildings and many residents of color.
 - c. Have been flyering and working thru Town Meeting members to increase voter turnout.
 - d. Let them know if you are interested
 - 8. Business Biase and Discrimination Task group Jill Harvey
 - a. Representatives from AHRC, ADL, Rainbow commission
 - b. Task group invited DTG to participate
 - c. Next meeting is 2 weeks, Tuesday at 2:00
 - d. Working with a consultant in business bias
 - e. Would be interesting to have them speak to DTG
 - f. Goal to give sticker to business that satisfy a specific criteria (like municipal equality index)
 - 9. Voter registration - 5 minute video on Micheal Jacoby Brown's website
Michealjacobybrown.com
 - 10. Warrant Article #17 Citizens Review Board - Jordan Weinstein
 - a. A Study committee
 - b. Not anti police but pro community
 - c. Looking for signatures
 - 11. Select Board permit and licensing applications need to be revised to be less personal , less personal identification questions that are not necessary and will make it more equitable.
 - 12.
- Moved to adjourn, seconded, adjourned.

Postponed to next month's Agenda

- Creation of Community Engagement job description

Creation of a "critical users journey"--- how to engage civically" map-- standing committee

Upcoming Meetings 2nd Mondays of the Month: November 9; December 14; January 11th
(Zoom Link is the same each month)